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A Comparison: TPS & TEA bargaining proposals

The following table provides a side-by-side comparison of the latest proposals offered at the bargaining table between Tacoma Public Schools and the Tacoma Education Association on the three main unresolved issues.

[2011-2012 Calendar Changes](#)

Make up days due to TEA strike

Issue: Class Size		Settlement Agreement
Tacoma Public Schools Maintain the existing class size limits in the current collective bargaining agreement	Tacoma Education Assn. Reduce class size limits by 1 at each grade level	<p>Notes</p> <ul style="list-style-type: none">The District withdrew its original proposal to increase class size; TEA has not changed its position on reducing class size since negotiations beganThe TEA proposal ignores the fact the district has lost \$13 million in state funding for smaller class sizesThe TEA proposal would cost the district an ongoing cost of \$1.8 million a year

Issue: Dealing with the State's 1.9% reduction to the teacher salary schedule

Issue: Dealing with the State's 1.9% reduction to the teacher salary schedule		Settlement Agreement
Tacoma Public Schools The TEA bargaining unit can accept one of the following options: <u>Option A</u> Maintain the current salary schedule	Tacoma Education Assn. Maintain the current salary schedule Convert 4 full student days to 4 half days	<p>Notes</p> <ul style="list-style-type: none">The TEA proposal maintains their consistent goal of achieving a pay increase despite funding cutsThe TEA proposal results